

SPACEMAKER

McClellan Air Force Base, Calif.

Aug. 26, 1999 Vol. 40, No. 33

AT A GLANCE

Airman Leadership graduation

The Airman Leadership School, Class 99F, graduation is set for Sept. 2 at 8 a.m. at the McClellan Community Center. Uniform of the day is appropriate. For more information, call 643-5879.

CDC In-Service set for Saturday

The McClellan Child Development Center is sponsoring a free Lakeshore In-Service workshop for parents and those who work with children, Saturday at the McClellan Community Center, Bldg. 1425, from 8:30 a.m. to 2 p.m.

Lakeshore has the Air Force contract for children's learning equipment. Instructors will demonstrate the use of various educational toys and other products. Door prizes and breakfast are available. To register, call Janice Schultz at 643-3611.

LHP barbeque set for Tuesday

LHP Communications and Electronics Division will honor their employees with a barbeque Tuesday at 11 a.m. at Bldg. 642. The barbeque is free to all current LHP employees, retirees within the last two years, and incoming personnel. Retirees and incoming personnel must R.S.V.P. to Jeanne Barnes, Cecelia Burnley or Laurie Weaver at 643-5486 or 643-4292.

Telethon Volunteers

The Noncommissioned Officers Association will support the 1999 Muscular Dystrophy Association Labor Day Telethon on Sept. 6 at the Railroad Museum in Old Sacramento. Anyone interested, call Chief Master Sgt. Jim Sullivan at 643-3286 or Tammy Sullivan at 568-4123.

Volunteers are also needed on Sept. 5 for pre-production set-up. To help, call Master Sgt. Gary Chase at 643-6259.

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Going out with their heads held high ...

By Lt. Col. John Rice
Public Affairs Officer

"Integrity". That was the first answer supervisors gave when asked how Team McClellan members in the Manufacturing and Industrial Support Division of the Commodities Directorate had set new standards for production.

"Pride, workmanship and skill," said Bob Rye, LIM division chief. "Although their function was closing, these folks set a goal getting the job done and of leaving with their heads held high."

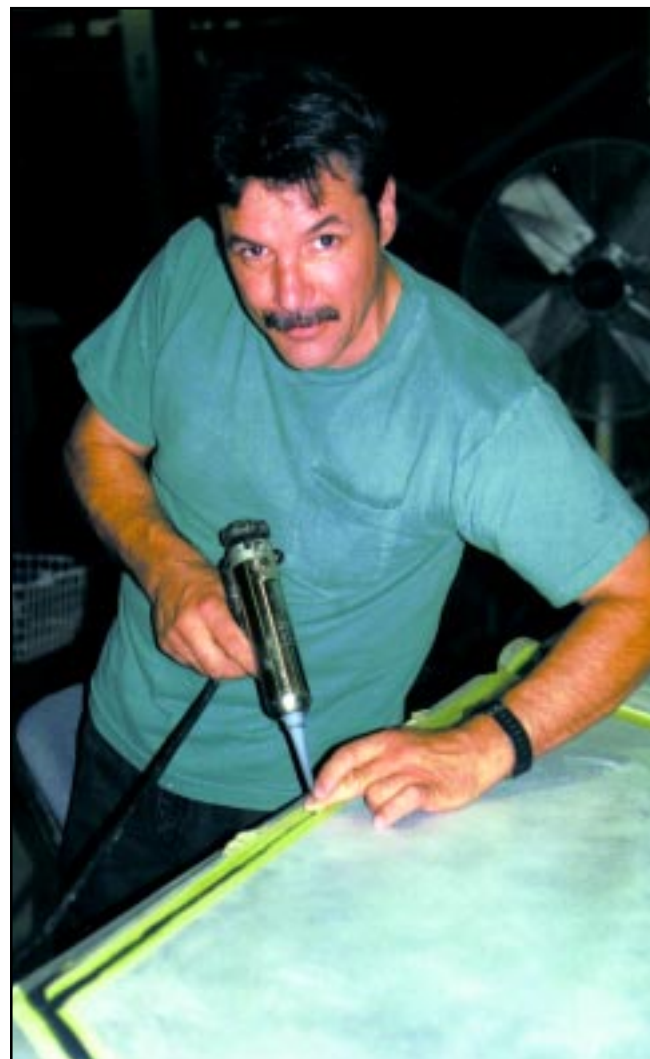
"This is an example of the spirit and strength of McClellan's greatest asset—its people," said Jim Barone, executive director of the center. "Failure was never an option, and not completing the task was unacceptable. Our folks knew this would be their last McClellan Air Force Base job, and their choice was to make it their best job."

The Royal Australian Air Force had contracted with Team McClellan to inspect, overhaul/repair, paint and ship hundreds of F-111 bonded panels including stabilizers, rudders, and doors. While the job was standard fare for this group, due to the size of the contract, there would not be enough time to finish all of the work prior to the closure of the division. It was initially estimated that more than 35,000 hours of contract work would have to be transferred to Ogden to be completed. "The LIM team had different ideas," said Manuel Vasquez, production branch chief.

While management set normal production standards, the workers set the pace, with each shop taking the attitude that, if they got the panels, they would complete them. Being empowered to set their own pace, the work accelerated.

Jim Morris, deputy director for Commodities and Industrial Support, said, "Every member of our commodities team should feel an enormous sense of pride and accomplishment in this victory. Every door, every panel, every work hour was completed by the end of July."

LIM's integrated product team brought together the skills and abilities of material specialists and handlers, planners, schedulers, and skilled technicians in an unbeatable combination. Throughout a process ranging from initial delivery and inventory to the paint removal and non-destructive inspection processes; the bonding and autoclave process, and the final paint application, the LIM team found new ways to do more with less—accelerating production and increasing quality—and setting new standards as they went. During the last quarter of the year, the team found ways to increase production output by almost 30 percent, with no decrease in quality.



U.S. Air Force photo by Emily C. Firman

J.D. Essay, LIM, applies a coat of sealant to a disassembled aircraft component.

In the month of July alone, the team set remarkable standards, exceeding every goal established for their performance. The Team was scheduled to record a total of 8,320 production hours in July, but turned out 21,700 hours; production yield was set at 76.7 hours per person, but almost 130 hours per person were produced; efficiency jumped from a target of 68% to an unprecedented rating of 121%. At the end of the month, all contract work was completed, and the LIM crew had contributed \$2.1 million profit to the Team McClellan bottom line.

"This is the embodiment of the spirit and vision of McClellan," remarked Brigadier General Michael P. Wiedemer, SM-ALC commander. "We have set for ourselves the vision of completing the mission of McClellan AFB with professionalism and honor. I can think of no better example of fulfilling that vision than the results this LIM group has contributed to Team McClellan. They can hold their heads high, as they have set the standard for themselves, for McClellan, and for the future of AFMC."



U.S. Air Force photo by Robin Jackson

Team McClellan members in the Manufacturing and Services Division of the Commodities Directorate set new standards for production in the month of July.

Action Line

643-3344, 77abw.actionline@mcclellan.af.mil

LANDSCAPING LIABILITIES

Q I work in Bldg. 684 and we are having a problem with the contract ground main tenance people. We have an area next to our parking lot that is nothing but rocks and weeds. We have asked the workers not to use weed whackers in this area because the rocks fly all over the place.

We have even called the grounds contractor to correct this and their answer was “The weeds must be taken down and we will continue to use the equipment because we don’t have the time or people to pull the weeds by hand. If there is any damage to vehicles we will pay for those damages.”

Also, when they turn on the sprinklers they do not pay attention to where the water goes.

You can adjust the water pressure and sprinklers so that the grass is the only thing that gets watered. We usually try to fix this ourselves, but yesterday when I went outside to check what they were doing, the whole front of my vehicle was soaked and water spotted. Is there anything that could be done about this problem besides letting the grass and weeds just grow?

A Thank you for bringing this situation to our attention. The grounds contractor is required to ensure all safety precautions are in place while working around the base and is responsible for any damage caused by their actions. For your future information, any damage to personal property should be immediately reported to the law enforcement desk at 643-6160.

This will provide the claimant with an official record of the incident. Individuals should then contact the Boeing Service work management desk at 286-5000 to report any contractor-damaged property. If the claimant is still not satisfied, they can contact the claims office at 643-5420.

We are investigating the possibility of providing an alternative landscape to your area. In the meantime, the grounds contractor is aware of the situation and their obligation to provide for the safety of both the people and property in this installation. If you have any future concerns, contact our civil engineering service contract section at 643-4750.

CIGARETTE SMOKE

Q I would like to complain about the cigarette smoke/smokers at Bldg. 200, east backside.

I know that they are supposed to stay 50 feet away from the building, however they stand right on the stairs coming into the building so I have to walk through the smoke to come into my office.

I am allergic to the smoke, especially in the summer months when allergies are acting up and I am already having difficulty breathing. I should not have to put up with this.

I realize that smokers have the right to go outside to smoke, however, I should have the right to not have to walk through it in order to come to work.

A Thank you for highlighting an issue that is not unique to Bldg. 200. Department of Defense and Air Force policies clearly mandate a smoke-free workplace and promote a healthy working environment. The policies prohibit smoking inside all workplace

buildings.

Smoking is only permitted outdoors in designated smoking areas or at least 50 feet from common entry doorways.

The designated smoking area for Bldg. 200 is the loading dock at the back of the building on the northwest corner.

Although it is within the 50 feet distance from that entry, it is the only sheltered area that is easily accessible to the building’s workers.

Your building manager has moved the cigarette butt receptacles 50 feet from the doorway you cited and has posted additional signs to highlight the area as a no-smoking area.

This doorway will be frequently monitored to assure compliance with the rules. With cooperation of the smokers, you should have no further problems.



Col. Charlie Cotter
77th Air Base Wing commander

Hi. I’m Col. Charlie Cotter and I am thrilled to have the honor of commanding the 77th ABW.

I value the opportunity to serve you, members of the McClellan community. The Action Line is your direct link to focus my attention on something you feel I should know. It may be used to highlight an area where you have received exceptional service. The Action Line is also your means to tell me about a challenge or issue that you have not been able to resolve. Certainly, it is

best to first try to resolve the issue with the responsible agency, since ultimately that is where the issue will get fixed. Another means to address a problem is through your chain of command.

But, if neither of these approaches resolves the issue to your satisfaction, let me know in your Action Line call what the challenge is and how you think it could be resolved to your satisfaction. I look forward to serving all members of the McClellan community.

Action Line

643-3344
Action Line
77 ABW/CC
5241 Arnold Ave.
McClellan AFB, CA
95652-1086

77abw.actionline@mcclellan.af.mil

Base Phone Numbers

AAFES.....	920-0537
Civilian Pay.....	643-6727
Civil Engineering.....	643-5624
Civilian Personnel.....	643-5838
Commissary.....	643-4954
Base Police.....	643-6161
Dining Hall.....	643-5092
Family Support.....	643-1106
Focus Center #1.....	643-5661
Fraud, Waste & Abuse.....	643-6000
Housing.....	643-6221
Legal.....	643-3150
Lodging.....	643-6223
Medical Appointments.....	643-8400
After Hours.....	643-7212
TRICARE Service Center.(800) 242-6788	
Military Pay.....	643-6965
Military Personnel.....	643-1094
Public Affairs.....	643-6127
Retiree Activities.....	643-2207
Security Forces.....	643-6160
Services.....	643-6660
Military Equal Opportunity.....	643-3322
Base Fuel.....	643-5213
Uniform Questions.....	643-4051



Air Force Vision

"Air Force people building the world's most respected air and space force ... global power and reach for America"

Air Force Materiel Command Vision

"Quality Systems for America's Air Force"

Sacramento Air Logistics Center Vision

"Completing the mission of McClellan AFB with professionalism and honor"

SPACEMAKER

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Internet: Blessing or Detriment?



FYIG

From Your Inspector General

Col. Michael F. Turner
Inspector General

Most of us have found something beneficial about the Internet. It provides us with access to information which used to take hours or weeks to obtain and even some things which we would never have been able to access before. There are both benefits and liabilities associated with this new technology. Although the web helps most young people who use it for their studies, others may waste time or seek out harmful sites or contacts. If the Internet shut down today, most of us would be hampered in our job performance or personal lives at home. How do the benefits of the worldwide web stack up against the problems we may experience?

The Benefits

Nearly every base and organization in the Department of Defense has a web site and depends on the Internet for distribution of information and performance of processes. When we need to find out something, we can usually get it within a short time, especially by using bookmarks for key sites. Publications and forms are kept current and immediately accessible on the Internet.

New uses for the web are discovered every day. The Air Force can link its field operations into a unified network from a centralized command post located in virtually any geographic location. Linked to the GPS, the net gives us real time information flow such as we saw during Operation Desert Storm and subsequent operations. We can also tie in cellular and wireless networks to the Internet to create a worldwide

information infrastructure. Some businesses are already offering wireless telephones or hand-held devices that can access the Internet to get street directions, weather updates, email, or make travel reservations. This means you can get access at the click of a button while in your car or anytime, anywhere and without booting up or dialing in.

If planning a trip, you can make reservations for lodging or transportation on line 24 hours a day. You can buy hard to find items you need without leaving home and schedule appointments for car repairs. College students can register for classes without leaving their apartments, avoiding long lines and getting instant feedback on what courses are open or filled. Individuals can retrieve the latest information on any topic imaginable. Businesses are beginning to use the Internet as an interactive meeting place, where any number of individuals can view a presentation and participate on line.

Harmful Aspects of the Internet

The Internet can also be harmful or cause problems for organizations or individuals. How we use it makes a difference in whether it is a blessing or detriment to us.

Like other media, the Internet may be a source of misinformation. Yet, people may accept on-line information more readily than it deserves. For example, nearly all of the military members who have been court-martialed or disciplined for refusing the Anthrax shots did so because of what they read on the Internet. Yet, the fact is that out of about 320,000 military members who have received a million shots, only 14 had any serious side effects with no fatalities and 95 experienced some minor side effects. This is a better track record than experienced with the other commonly accepted vaccines such as tetanus or polio.

Another example of misinformation involves the Y2K problem. The Internet is rife with misinformation on Y2K, such as exaggerated warnings of cash shortages, power outages, lack of food sup-

plies and disruption of utilities and services. These warnings could create enough panic to cause the very shortages or problems they claim to help alleviate! Many of them are motivated in making a profit selling survivalist supplies to those who over-react to Y2K. Not that there is anything wrong with being prepared for unexpected contingencies, we should do that all year round.

Having the Internet in the office may lead to some employees spending too much time surfing the net rather than doing productive work. Others may use it for personal business in the workplace or even prohibited activities. Employees who access or forward obscene or offensive materials are in violation of the *Joint Ethics Regulation*.

Security lapses are another downside of the Internet. Hackers could create a crippling effect if they can bring down the web information infrastructure. For example, during the Kosovo conflict, Serb nationalists attacked NATO computer systems by transmitting disruptive programs and defacing web sites. Recently, a hacker group claimed they performed a 4-week, worldwide security scan of over 36 million computers connected to the Internet and found 700,000 vulnerabilities to information warfare attacks.

Catastrophe or Hope for the Future?

Government and business have invested so much in this technology that sufficient resources will be expended to preserve it. However, if the Internet does shut down completely, we are all in big trouble since we have come to depend on it so much. If the Y2K problem hit us as hard as some originally predicted, we would have a major crisis. But billions have been spent to prepare systems for the changeover, and thanks to New Zealand, the U.S. does not have to worry too much. You see, the clocks in New Zealand are 20 hours ahead of us, so we get 20 hours notice to fix any glitches they experience the first hour of Jan. 1, 2000.

Having a positive attitude starts with you

Staff Sgt. Metus F. Rivers

Military Equal Opportunity Office
Tinker Air Force Base, Okla.

To deal with the total reality of life you need a positive mental attitude.

By focusing on the positive elements of life, one can avoid being overwhelmed by the negative. If you get stuck on the positive you'll be able to easily deal with the negative. However, if you're stuck on the negative, you'll have a hard time accepting the positive.

How do you know if you are a positive person?

How you deal with change, relationships, and others' perceptions as well as your own, will determine if you're a positive or a negative person.

First let's talk about change.

Change happens, it always has and always will. We don't know the future and we can't change the past all we have is right here, right now.

You don't have to like change; just accept it. We do have a choice. Intelligence divides those who accept change and those who fight it.

The more intelligent we are, the more we understand - the more we understand, the more we change; the more we change, the more intelligent we become.

Any situation requiring changes brings about some stress. However, change can be less threatening if we remember who we are, not what we are. Who we are is basically our personality and what we are is our title or our position in life. It's the who that makes us what we are.

How do our perceptions play a role?

Your perception is personally tailored to your life experiences, yours and yours alone. Everyone has their own perception, which they think is the truth - my truth, your truth and another truth somewhere in the middle.

You should acknowledge the right for someone to have a perception different from yours and don't personalize it - it's what makes us human and individual. Openly discussing individual perceptions allows us to grow and learn. Someone else's perception is simply the way they see the world, not necessarily the way the world really is. Of course, the same can be said about your perception.

Remember this positive mental attitude sales pitch:

"No cost, it's guaranteed, and the benefits increase in direct proportion to the number of times you use it; it never wears out and it never needs to be replaced." (*A majority of this material is adapted from a positive mental attitude briefing by Mike Giles, motivational speaker, who recently spoke at Tinker Air Force Base, Okla.*)

Retiree Appreciation Day set for Sept. 25

McClellan Air Force Base will sponsor 'Retiree Appreciation Day 99' Sept. 25. The event is open to all military retirees and their families.

The morning session will begin at 9 a.m. at the base theater. The program will feature speakers on many topics relevant to the retiree population.

Topics include base closure updates, information on the commissary and base exchange, current legislative issues affecting retirees, legal and survivor benefits information.

At noon, the program will shift to Rafferty Hall where medical screenings will be available as well as information booths from more than 20 organizations. Screenings available include cholesterol, blood pressure, glaucoma, and body fat.

Lunch will be provided and door prizes will be given away.

In addition to the 24-hour Peacekeeper Gate, James Gate will be open for incoming traffic from 7-9:30 a.m.

For more information, call retired Chief Master Sgt. George Moses, director of retiree activities, at 643-4011.

Operation Command Champion ...Knowing the TRICARE Benefit

By Lt. Col. Norman Spector
77th Medical Group

The executive staff at the 77th Medical Group is on a mission...to make sure McClellan leaders are better informed about health care issues.

The campaign, which kicked off in late July, is a Chief of Staff of the Air Force program to educate all commanders and base level leaders about Tricare, the health care plan for the uniformed services.

"Tricare has been called the only 'HMO (Health Maintenance Organization) that goes to war,'" said Lt. Gen. Charles Roadman, Air Force Surgeon General. "It is structured to supply peacetime care while also supporting our readiness mission."

"The Air Force is targeting its commanders and leaders with information about Tricare to ensure all active duty recipients know the facts about their health plan," said Col. Edward Torres, commander of the 77th Medical Group. "This is their health care plan," Torres said. "It is important for (leaders) to understand Tricare, so they can help their people deal with health care issues."

General Michael E. Ryan, Air Force chief of staff, also outlined concerns in a recent memo sent to commanders worldwide. "Since health care and medical benefits consistently rank as one of the top quality of life concerns in the Air Force, it is absolutely vital that our leaders understand Tricare and better inform their local communities to ensure program success," Ryan said. "Our commanders have a critical role in this effort." Air Force leaders and commanders are clearly in a unique position to help subordinates with their health care issues.

Members of the medical group have developed a tool kit which incorporate the specific programs and services available at McClellan, said Torres. The kits will be used in tandem with one-on-one commander briefing sessions. The program is designed to make commanders comfortable helping their troops acquire the highest quality care, solving problems with Tricare, and preventing misunderstandings by providing accurate information.

Long term actions include follow-up briefings and consultations to ensure the message is clear and that members of the McClellan community receive the full benefit included in the Tricare program.

"Commanders and first sergeants clearly understand that their most important responsibility is to take care of their people," said Col. Charlie Cotter, 77th Air Base Wing commander. "Survey after survey has shown that the three most important issues regarding our troops' quality of life are health care, housing and compensation...in that order. Commanders have a good understanding of what their people's entitlements are regarding assignment to dormitories or base housing, as well as pay and compensation entitlements.

We know how to advise our people in these areas and how to solve problems as they arise. But we generally have been less involved in health care, perhaps viewing that as something personal between the individual and the medical community."

According to Cotter, if health care is our people's number one concern, then it is our responsibility to understand our people's entitlements, how to access care, and how to resolve problems as they occur. I applaud the Command Champion initiative as it better prepares our leaders to do job one.....taking care of our people.

All goes smoothly with Global Positioning System rollover

By Libby Vanhook
AFMC Public Affairs
Wright-Patterson Air Force Base

If it's true that no news is good news, then the Global Positioning System rollover Saturday evening was the best of news for the U.S. Air Force.

Air Force officials confirm the GPS system, including the 27-satellite constellation and its network of ground support stations operated by Air Force Space Command, Peterson Air Force Base, Colo., continued to function normally before, during and after the rollover.

A prepared and alert battle staff at the Headquarters Air Force Materiel Command, Wright-Patterson AFB, Ohio, was ready for any scenario when the rollover occurred.

The GPS system, which counts time in epochs of 1,024 weeks rather than using traditional solar years, rolled over to Aug. 21, 2000 for the first time since 1980, when the system's internal clock began.

Just as Col. James B. Armor, director of the NAVSTAR Global Positioning Systems Joint Program Office at Space and Missile Systems Center, Los Angeles Air Force Base, Calif., predicted, the Air Force team did an outstanding job of testing and ensur-

ing the compliance of the system as a whole.

"As of Monday morning, there were no AFMC GPS failures," said Lt. Col. Tom Bellnoski, HQ AFMC Battle Staff director. "This proves that all AFMC personnel involved, and most of all the GPS program office at SMC, were well ahead of the game."

"The AFMC Y2K office closely watched this rollover as an indication of how well they've prepared for Year 2000," said Dorothy Tuck, AFMC Y2K program manager.

The watch began when experts at Air Force Space Command uploaded the new almanac containing week 0000 information Aug. 19 at 6 p.m. (EDT). Air Force users began testing their receivers that evening, with no failures reported.

Saturday evening was much the same following the approximate 8 p.m. (EDT) rollover. Battle staff personnel waited patiently for reports confirming that no news was good news.

By Sunday morning, only a skeleton crew remained in the quiet AFMC Command Center, while battle staff personnel at Kelly Air Force Base, Texas, switched their focus from GPS to the approaching Hurricane Bret and its 140 mile per hour winds.

At other AFMC installations, life returned to normal as the Y2K countdown continued.

NEWSBRIEFS

Retirement clearance procedures for Sept. 2

Because of the Employee Appreciation Day activities, employees retiring Sept. 2 or 3 with a regular day off Sept. 3 will clear through Civilian Personnel between the hours of 6-9 a.m. Sept. 2 in Bldg. 8, Room 102. Civilian personnel is your last stop. September 2 retirees unable to make that time frame may clear at their convenience Sept. 3 in Bldg. 10. September 3 retirees should clear after noon on that day.

Base restaurants sale

The following items are available through 77th Services Squadron on sealed bidding. The closing date for sealed bids will be Sept. 9, at 2:30 p.m.

■ 1988 Ford F-350 Catering Truck, full power, low miles, minimum bid \$1950

■ 1989 Ford F-350 Catering Truck, full power, low miles, minimum bid \$2200

Also available on sealed bidding: commercial refrigerators, freezers, ice makers, stainless steel work tables and more. For more information, call Sam Nay at 643-2779.

HAZMAT license cell support cuts hours

Many are familiar with the hazardous material licensing process and are also familiar with the different organizations that approve the license. Bioenvironmental Engineering is one of the organizations that must approve that license and has had a full time representative in the HAZMAT License Cell, Bldg. 280, for many years. However, because of personnel transfers Bio will no longer be able to provide full time support. Bio has personnel in Bldg. 280 from 8-11 a.m. Mondays and from 1-3 p.m. Wednesdays. If you just need to drop off paperwork for routine license approval, there are still full-time personnel from the other approval organizations that can help you. For more information contact, Doug Harmon at 643-0311 Ext. 353.

Disposition of government assets

Are there any government owned assets that can be given or thrown away? The answer is a simple: NO!

As government employees, no one has the authority to dispose of useable excess government property in other than prescribed channels, no matter what the dollar value.

With some exceptions, i.e., hazardous and stocklisted assets, useable excess government property valued at less than \$50 should be turned in to the Free Issue Center, or the Defense Reutilization Marketing Office.

If you are unable to determine the value of the asset or need additional guidance, call the Base Closure Flight at 643-1714 or visit the website at www.mcclellan.af.mil/LG/LGO.

CGOC Summer Blast

The Company Grade Officers Council annual Summer Blast is set for Friday at Club McClellan pool at 3 p.m. All Company Grade Officers and their families and guests are invited. Dinner is free for CGO's and \$2 for guests.

Partnership Council's efforts recognized

By Debra Schwartz

Partnership Council Facilitator

Have you heard about the Employee Assistance Program, used the Mediation Program to settle a dispute or had training on Suicide Risk Reduction and Workplace Violence Prevention?

These programs were initiated by an innovative labor union and management team called the McClellan Partnership Council, which was recently named to receive Vice President Al Gore's prestigious Hammer Award in recognition of their five-year journey to improve the quality of work life on the base. The award will be presented Sept. 2 at the McClellan Employee Appreciation Day.

This award recognizes teams that have made a difference by putting people first, cutting red tape and creating partnerships. During its five years of work, the council has consisted of five labor unions representing 11,700 civilian employees, with management representatives from every major organization and Federal Managers As-

sociation representing managers and executives.

The council's goal is to move members from an adversarial role to a working relationship of mutual cooperation. "This council has proven that the scope, breadth and possibilities of partnership are boundless," said Robert Meneni, chief, commander's action office and chairman of the partnership council. "It has been a steady plod and gradual awareness that partnership has become the normal way to do business."

The council has realized many successes and resolved issues affecting the workforce. Some issues were easily resolved; others required investigation, research, or formation of task forces. Each year the council established goals and implemented significant projects.

"The council has been an excellent forum to address serious work force concerns including conflict, stress, communication, base closure, personnel and workload transition, use of contractor personnel as well as informal dispute resolution," added Jim Franco, president of American Federation of Government Employees Local 1857.

Joint management-union teams established the zero-tolerance workplace violence prevention and suicide risk reduction programs. The team also developed an informal conflict mediation process using locally trained mediators, including union stewards, who have mediated 64 cases.

The council also contracted for the first Air Force Employee Assistance Program. The EAP counselors, Judith Boyd and Maureen Price, have assisted 1512 clients and conducted 171 workshops. "This has been the best program the council sponsored," said Tom VanZandt, executive officer of the Engineers and Scientists Association. "The EAP has helped individuals not just with closure issues, but also with the stress and impact on their families and personal lives."

The council worked with the civilian personnel department and the Department of Labor to develop transition training classes and re-employment procedures. The team monitored the development of operating locations to move skilled employees with transitioning workloads and began a review process to move people to meaningful work assignments as workloads moved.

The Partnership Council established procedures for transitioning into a base closure environment, including creation of rules for early-deferred retirement, priority placement program registration, replenishing hard-to-fill civil-service positions and reduction-in-force actions. The council focused on communicating closure information through town hall meetings and a partnership web page providing information to customers, other partnerships and interested organizations.

"Partnership does not happen easily or take place right away," said Meneni. "The process included every manager, union and employee. The partnership paradigm was achieved gradually through dedication and persistence, adjusting to a constantly changing environment. The council has had to continually reevaluate how they functioned and redefine partnership under multiple constraints. Direct results have been achieved with unfair labor practices decreasing by 51 percent and formal arbitrations by 61 percent."

"The final tasks of the partnership council as closure approaches will focus on the needs of the work force, the continuing and transitioning workloads and will culminate by determining a dissolution date for the council as part of the closure process," Meneni added.



Courtesy photo

The McClellan Partnership Council receives the prestigious Hammer Award, in recognition of their five-year journey to improve the quality of work life on base. The award will be presented Sept. 2 during the McClellan Employee Appreciation Day presentations. The council's goal is to move members from an adversarial role to a working relationship of mutual cooperation.

Spouse tuition assistance available

The Air Force Aid Society recently announced plans to fund the Gen. George S. Brown Spouse Tuition Assistance Program for the 1999-2000 school year.

The purpose of STAP is to provide partial tuition assistance for high school or college programs to spouses of active-duty airmen or officers assigned to an overseas location.

The focus of the program is for completion of a degree or certificate that will provide increased job opportunities for spouses. STAP provides

tuition assistance at a rate not to exceed 50 percent of unmet tuition charges per course, at a maximum of \$1,500 per academic year. The growing program spent more than \$1.3 million last year for more than 3,500 individual participants. Funding for 1999-2000 is set at \$1.7 million.

For more information and application procedures, call the base education office at 643-477 or family support center at 643-1106, or visit the society's STAP Web site at <http://www.afas.org/stap.htm>.

WARNING BODY BUILDERS: GHB OR "SERENITY" ... A DANGEROUS SUBSTANCE

"GHB" (gamma hydroxybutyrate), also known as "Serenity" or in Mexico as "Domineer" is touted as a bulking agent for body builders and as a sleep enhancer. An airman recently took one dose and went into a coma. He was placed on a respirator for two days. This substance can be made at home and recipes are widely available on the internet.

This is a very dangerous substance, so if you or anyone you know is using it, please warn them to stop immediately. *(Editor's note: This information was provided by the 77th Medical Group.)*



Family Leave Act expanded for federal workers

By Paul Stone
American Forces Information Service

WASHINGTON-Federal workers soon will be able to use up to 12 weeks of accrued sick leave annually to care for ill family members.

The change is an extension of the Family and Medical Leave Act of 1993.

Under that act, federal workers were allowed to use up to 13 days of sick leave to care for family members and up to 12 weeks of unpaid leave. The extension, announced May 23, allows workers who need as many as 12 weeks per year to use them without losing pay in the process.

Diane Disney, DoD's deputy assistant secretary of defense for civilian personnel policy, was quick to point out, however, that the act does not provide additional sick leave for employees.

"Employees accrue sick leave at the rate of four hours per pay period, or 13 days per year," she

said. "So if someone needed to use 12 weeks of paid sick leave, that represents four and a half years of accrued leave. It's got to be on the books in order to use it."

Disney said the change in policy is the result of changing demographics researched and reported by the National Economic Council. For example, Disney said the number of employees in the workforce with small children has increased greatly in the past two years.

"We also now have what we call the 'sandwich generation,' in which people have small children, but also have parents they are taking care of who are elderly or ill," Disney said. "So the stresses and strains are much more profound in some ways than they were on families in previous generations. It was clear from these demographic factors that we had to find ways to help people balance their work and family responsibilities without devastating their income base."

She said both workers and DoD come out on top with the program's

expansion.

For example, she said quality workers are more likely to be attracted to and stay with the federal government. And, she said, employee performance will improve in the long run.

"If someone is at work knowing there is a sick child at home, the child isn't getting the adequate care and the work isn't getting adequate attention," Disney said. "It's much better for the department to encourage employees to take the sick leave. Then they can come back and focus on the work they're getting paid to do."

The Office of Personnel Management is working on the federal regulations for the program's expansion.

Those are expected to be published in the next two months. In the meantime, employees who have questions about the program should contact their local civilian personnel managers or offices.

"This is a tremendous benefit for all," Disney said. "It's very important for all in the workplace to

Closure Corner

Total Workdays



FACILITIES VACATE PROCESS INFORMATION:

Walk-through expectations brief

First Tuesday of each month, 2:30 p.m.
Bldg. 200, Room 129, FM Conference Room

Project officer

Jan Miller, CLC, 643-3286, Ext. 234

General information Walk-through POCs meet at Bldg. 35 at 9:30 a.m.

Facilities vacate checklist - CL Web Page

Facilities scheduled to vacate:

Aug. 30

Bldg. 251 1/3

Sept. 23

Bldg. 263 B - Logistics Facility Dept.

realize that people's lives run 24 hours a day, even though they may be at work for eight, 10 or 12 hours. If we want employees to be effective during the times they are at work, we have to find creative ways to help them take care of the remaining hours. This program does that."

FOCUS Center Jobs

This section contains some of the job announcements available at the McClellan FOCUS Centers. For additional information, contact one of the FOCUS Centers: #1, 643-5661 or #3, 643-6808. FOCUS #1 is open until 7 p.m. Thursdays.

Position: Office Automation Clerk, GS-326-04

Annnc#: FWS1-99-195

Close: Sept. 2

Location: Sacramento, CA

Agency: Fish & Wildlife Service

POC: (503) 231-6136

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Contract Specialist, GS-1102-09/11 (2 Vacancies)

Annnc#: BOR-MP-99-161

Close: Sept. 3

Location: Sacramento, CA

Agency: Bureau of Reclamation

POC: Inga Hall (916) 978-5471

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Lineman Apprentice 2nd Step, WB-2810-00 (\$17.39)

Annnc#: SNR-99-15

Close: Sept. 3

Location: Elverta, CA

Agency: Dept of Energy

POC: (916) 353-4566

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Maintenance Worker I, II, III, BB-4749-00

Annnc#: BOR-MP-99-162 (DEU)

Close: Sept. 3

Location: Tracy, CA

Agency: Bureau of Reclamation

POC: Inga Hall (916) 978-5471

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Electrician, WG-2805-10 (2 Vacancies)

Annnc#: YOSE-99-52

Close: Sept. 3

Location: Yosemite National Park, CA

Agency: National Park Service

POC: Lynette Mangus (209) 379-1805

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Engineering Equipment Operator, WG-5716-08

Annnc#: FS-9-0935-NMH

Close: Sept. 7

Location: Yosemite National Park, CA

Agency: National Park Service

POC: (415) 744-5627

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Position: Personnel Management Specialist, GS-201-09/13

Annnc#: 99-225-TF

Close: Sept. 4

Location: San Francisco, CA

Agency: Office of Personnel Management

POC: Kimberly Woods (202) 606-3533

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for KSA's and/or additional information.

Non Federal

Position: Office Assistant (2 Positions)

Salary: \$22,930 - \$27,516 annually

Close: Sept. 3

Location: Citrus Heights, CA

Agency: City of Citrus Heights

POC: (916) 727-475

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency for additional information.

Position: Electrical/Instrumentation Technician

Salary: \$39,852 - \$48,648 annually

Close: Sept. 3

Location: West Sacramento, CA

Agency: City of West Sacramento

POC: (916) 373-5800

Remarks: Copies of the vacancy announcements are available in the FOCUS Centers. Review announcement and contact agency additional information.

BART open house

The FOCUS Centers are sponsoring an Open House for the Bay Area Regional Transit authority Sept. 15 from 10 a.m. to 2 p.m. in FOCUS Center 1, Bldg. 9. BART is recruiting for 20 Vehicle Electronic and Electronic Repair Shop technicians. Testing for these positions will be conducted in the FOCUS Center. The event is open to all McClellan employees, civilian and military. No appointment is necessary, but you may call 643-5661 for additional information. Administrative leave is not approved for this function.

Machine products, Inc. open house

The FOCUS Centers are sponsoring an Open House for CES Machine Products, Inc., Wed. from 1-4 p.m. in FOCUS Center 1, Bldg. 9. CES needs 10 machinists for their growing company in Reno, Nev. The production manager will be available to accept resumes and answer questions. CES will help pay moving expenses. The event is open to all McClellan employees, civilian and military. No appointment is necessary, but you may call 643-5661 for additional information. Administrative leave is not approved for this function.



Movies

Movies start at 7 p.m., unless otherwise noted, in Bldg. 1417.

Drop Dead Gorgeous - Friday and Saturday

Kristie Alley and Ellen Barkin

In the small town of Mount Rose, Minnesota, everyone involved in the local beauty pageant contest knows only one-thing counts. It isn't talent, physical fitness, current events or sportsmanship ... it's being number one. (Rated PG - Some Sexuality and Nudity)

South Park - Sunday

The South Park kids watch a movie containing bad language and are soon imitating it in school. When parents and teachers hear it they begin turning the USA into a totalitarian state. *Note: This is an animated film intended for mature audiences. Although the TV series enjoys a cult following among teenagers and young adults in the states, the movie is R rated and attendance should be monitored. (Rated R - This movie is not for children -- extreme profanity and adult humor)*

Youth Center

■ **Today:** Open recreation, 2-7 p.m.; open gym, 2-3 p.m. and 4:15-7 p.m.; snack bar, 2-6 p.m.; advanced gymnastics, 3:15-4:15 p.m.; Moms, Pops, Tots play group, 10-11 a.m.; Tae Bo Aerobics, 7-8 p.m.; Field Day, 2:30 p.m., ages 9-18, members only, free.

■ **Friday:** Open recreation, gym, snack bar, 2-6 p.m.; Pre-teen Night, 6:30-9 p.m., ages 9-12, members free, non-members, \$2.

■ **Saturday:** Open recreation, snack bar and gym, noon - 5 p.m.; Soccer Opening Ceremonies, 10 a.m.

■ **Sunday:** Closed

■ **Monday:** Open gym and recreation, 2-7 p.m., snack bar, 2-6 p.m.

■ **Tuesday:** Open recreation, 2-7 p.m.; open gym, 4:15-7 p.m.; snack bar, 2-6 p.m.; beginning gymnastics, 3:15-4:15 p.m.; Tae Kwon Do, 6-7 p.m.

■ **Wednesday:** Open recreation, open gym, 2-7 p.m.; open snack bar, 2-6 p.m.; Couples Communication Class, 6:30-7:30 p.m. To sign up, call Family Advocacy at 643-1518.

Fitness Plus closes

Fitness Plus at Rafferty Hall will close on Sept. 3. Membership, support and participation throughout the years is well appreciated. For more information, call 643-0701.

Massage Therapy closes

Massage Therapy at Rafferty Hall will close Wednesday. For more information, call 643-0701.

Couplehood ...

Coping skills for happier couples

There's no way to avoid all conflicts between two people, especially if the other person is of the opposite sex and you live with them. But developing listening and communication skills can strengthen a couple's relationship.

By evaluating your problems, learning effective ways to resolve them, and knowing when to seek outside help, you and your partner can ensure that healthy, loving feelings continue long after your problem is resolved.

Evaluate Your Problems

Problems for most couples begin with difference in style, beliefs, or goals. For example, Joe keeps his feelings to himself, while Janet's style is talkative. Although at first she was attracted to his "strong, silent type," eventually she felt frustrated that he spoke so little. Her frustration led to a blow-up.

Beliefs can be about yourself, others, or the world around you. If you believe parents should be equal partners in child raising, and your partner believes traditional roles work best, conflicts can arise.

Goals can be short or long term

Bob and Sharon saved money for

two years to buy a camper. When they finally had the money saved, Sharon announced that she would rather renovate the kitchen. Bob had been looking forward to his goal for a long time, and was upset at Sharon's change.

Learn How to Resolve Them

Conflicts arise less often when people feel appreciated, loved and respected. Compliment your partner each day. Tell your partner "I love you."

When a problem does arise, begin to resolve it by talking about it. If the problem is money, sit down together to plan your budget.

Talk about your fears and hopes, how your parents dealt with money. Go to the library for ideas about planning finances.

If your problem has to do with children, discuss what you feel is impor-

tant in child-rearing. Agree on basic rules and responsibilities. Sometimes it helps to agree that you disagree. Let your children know you support each other and them.

If the problem is sexual, it may be a reflection of other problems.

Pick a time to talk about what else might be bothering you so resentments don't build. Sex can be more satisfying if you make dates with each other when you won't be interrupted by children or the phone.

Get Help For Serious Problems

Physical abuse, verbal abuse, and chemical dependency (drugs, or alcohol) are serious problems. Someone else's abusive behavior, drinking or drug use is NEVER your fault. There are many community agencies and self-help groups that have been successful in working with these problems.

Don't put off getting help; things are likely to get worse. If your conflicts go on for more than a few months, it's also a good idea to talk to a counselor or therapist. You'll give your relationship the chance to get back on track.



Head check

For your mind, body and soul

Capt. Frank D. Weber
Chief, Mental Health Element

77th Services Squadron presents "Comedy Night"



DAVE MARKWELL

- THE IMPROV
- CATCH A RISING STAR
- LAUGH FACTORY
- THE FUNNY BONE
- PERFORMED WITH: DREW CAREY, DAVID BRENNER & PAULY SHORE.



TOM ANZALONE

- STAND UP STAND UP
- PUNCHLINE with DENNIS MILLER
- SHOWTIME COMEDY CLUB NETWORK
- AMERICA'S FUNNIES PEOPLE
- RASCAL'S COMEDY HOUR
- BREAK A LEG
- CAROLINE'S CLASSIC COMEDY



SCOTT ANGRAVE

- EVENING AT THE IMPROV
- COMEDY ON THE ROAD
- STAND UP STAND UP
- GREAT BRITAIN COMEDY FESTIVAL
- WHAT'S SO FUNNY
- LONDON-COMEDY STORE
- LAFF STOPS
- PUNCHLINES.



TROY THIRDGILL

- TONIGHT SHOW
- BEVERLY HILLS 90210
- WORKING GUY
- IN LIVING COLOR
- MARTIN
- IN THE HOUSE
- EVENING AT THE IMPROV
- COMIC VIEW
- SHOWTIME COMEDY CLUB NETWORK
- USO COMEDY TOUR.

CATCH THIS NATIONAL TOUR LIVE!

September 3, 1999

Community Center Doors open at 7 p.m. for the 8 p.m. show

Hosted by Club McClellan Buy your tickets at the Cashier's Cage at the Club Monday through Friday from 11:30 a.m.—5 p.m.! Club members are only \$7 and non-members are \$10.

Your comedy ticket is also your free pass to the Disco following the show.

Show contains adult material and adult content



For Tour information, contact Rich Davis, Davis Entertainment Group (800) 817-

A United States Army, Marine Corps, Navy or Air Force sponsor endorsement not



For information, call the Club at 643-3526.

